Racial Equity Readiness Assessment

Our goal is to ensure leadership and staff have the knowledge, skills and resources to effectively implement changes which address racial inequity and disparities faced by many people in Milwaukee County. This will enable us to move towards a DHHS Future State where a racial equity lens is used to inform decisions about policies, budgets, workforce, available care and system improvements.

For the purposes of this assessment, please consider the following terms:

"Leaders" refers to administrators, supervisors, managers, etc. who supervise other staff and/ or oversee processes.

"Staff" refers to individuals in the DHHS workforce who engage in direct practice with customers but do not have responsibility of supervising other staff.

"DHHS" refers to all divisions, programs and services that support the department operations, including the Behavioral Health Division (BHD).

Complete the Readiness Assessment in three steps:

Select Your Assessment Team	Have a Scoring Meeting	Submit Your Scores and Develop a Short-term Goal
•The team should be led by the Division Administrator and include 3-5 people. Teams may include Racial Equity Ambassador(s), direct practice staff, managers, board members, volunteers, community stakeholders, etc.	•Schedule one 2- hour scoring meeting (or a series of shorter meetings) with the Assessment Team. •Discuss and decide as a team on scores for all items. •Be sure to provide specific examples when completing the "Reasoning" column.	•Results from the racial equity questions in the DHHS Employee Engagement Survey, scores from your completed Racial Equity Readiness Assessment and other information from the mandatory racial equity trainings should be used to develop a short-term racial equity goal for your division that can be completed in one quarter •E-mail completed assessment and short-term goal to Steve Gorodetskiy by Thursday, 8/15/19. Steve.Gorodetskiy@milwaukeecountywi.gov

Readiness Indicator	Adequate (3)	Needs Improvement (2)	Inadequate (1)	Not applicable	Reasoning
Most leaders in our division encourage a culture that values diversity in beliefs, ideas and experience.					
Clear communication channels exist in our division to ensure staff are aware of and understand organizational changes.					
In our division there are shared values that reflect the importance of racial equity and inclusion.					
Staff are encouraged to identify and report practices and policies that contribute to inequity and disparities.					
Staff of color are explicitly invited to create and contribute to organizational culture and norms.					
Leaders are empowered to address and change policies that contribute to inequity and disparities.					
There are formal mechanisms to address and change policies that contribute to inequity and disparities.					
Leadership is comfortable discussing issues related to race with staff.					

Readiness Indicator	Adequate (3)	Needs Improvement (2)	Inadequate (1)	Not applicable	Reasoning
Adaptability to respond to culture and language of customers is valued in our division.					
Staff have access to appropriate resources to respond to culture and language of customers.					
Contracted service providers have access to appropriate resources to respond to culture and language of customers.					
Leadership in our division is representative of our customers.					
Staff in our division are representative of customers.					
Staff are welcoming, familiar and comfortable when interacting with community members from different racial and cultural groups.					
Leaders proactively partner with external organizations to discuss and mitigate the effects of implicit bias, racism and structural issues.					
Customers are engaged in decisions that impact strategy, mission, vision and the budget of our division.					

Readiness Indicator	Adequate (3)	Needs Improvement (2)	Inadequate (1)	Not applicable	Reasoning
Race and culture of customers is usually considered when developing strategies and plans.					
Contributions of staff and community stakeholders of color are regularly recognized as inherently valuable to the overarching strategy, mission and vision of DHHS.					
Data is consistently collected and analyzed on the impact programs and internal operations have on specific racial groups.					
Data that reveals racial disparities in programs or internal operations is addressed concretely, sufficiently and in a timely manner.					

References:

Annie E. Casey Foundation. *Operationalizing Equity*. (2016).
http://www.racialequitytools.org/resourcefiles/OperationalizingEquity_FINAL.PDF

Government Alliance on Racial Equity. *Racial Equity Toolkit: An Opportunity to Operationalize Equity*. (2017).
(https://www.racialequityalliance.org/resources/racial-equity-toolkit-opportunity-operationalize-equity/

King County Office of Equity and Social Justice. *Equity and Social Justice Strategic Plan: 2016-2022.* (2016).
https://kingcounty.gov/elected/executive/equity-social-justice/strategic-plan.aspx

Race Forward and Center for Social Inclusion. *Ready for Equity in Workforce Development: Racial Equity Readiness Assessment Tool*. (2018).
https://act.colorlines.com/acton/attachment/1069/f-02a7/1/-/-/-/-/RaceForward_WFD_ReadyForEquity_Tool_2018.pdf